

# Time Is Money:

## Why You Need a Time-Saving HCM Solution

Rev up retail productivity by automating workforce processes

Still relying on manual or semi-automated processes to hire, manage, and engage your workforce? Perhaps you recognize that these approaches are inefficient and error-prone, but you're not convinced that deploying an integrated human capital management (HCM) solution will deliver the productivity gains needed to justify the change.

Read on to see how automating HCM functions — from HR, hiring, and talent management to time and attendance tracking, scheduling, and payroll — can help your retail organization streamline processes, increase efficiencies, and improve productivity for rapid time to value.

### Manual processes still prevail.

**84%** of small businesses rely on some kind of manual process on a daily basis.<sup>1</sup>

### Paper-based methods are time-consuming and inefficient.

**26%** of business users say processes are delayed because of spreadsheets.<sup>2</sup>

### HR administrative tasks drain resources.

HR professionals in the U.S. spend **13.6%** of their time maintaining employee records.<sup>3</sup>

### Slow business processes impede hiring.

It takes **42 days** on average to fill an open position.<sup>4</sup>

**56%** of managers say lengthy hiring processes are the biggest obstacle to hiring success.<sup>5</sup>

### Productivity is suffering, too.

**89%** of employees admit to wasting time at work on a daily basis.<sup>6</sup>

### There's a lot of room for improvement.

**43%** of retailers say their manual processes need improvement.<sup>7</sup>

### An integrated HCM system can help.

Companies saw overall productivity improve **4%-6%** since implementing an HCM solution.<sup>8</sup>

... and the benefits don't stop there.

- 80%–95%** Time spent creating and updating schedules to meet service levels
- 50%–80%** Time required to compile management reports
- 50%–80%** Time required for pay calculations
- 20%–85%** Time required to manage and control overtime
- 30%–60%** Onboarding productivity

Our HCM solution saves you time and drives efficiencies by automating error-prone manual processes and streamlining end-to-end employee lifecycle management with HR, time and attendance, payroll, budgeting, forecasting, scheduling, and more. Our integrated HCM platform helps you effectively hire, manage, and engage your entire workforce — salaried or hourly, full time or part time — across all retail locations for better business outcomes.

<sup>1</sup> Joshua Sophy, *84 Percent of Small Businesses Rely on a Manual Process*, Small Business Trends (April 4, 2017), found at <https://smallbiztrends.com/2017/04/manual-process.html>.  
<sup>2</sup> Ventana Research and Anaplan, *How to Enable Advanced Decision-Making* (July 28, 2016) at 16 and 14, found at <https://www.slideshare.net/anaplan/finance-webinar-with-ventana-research-and-anaplan-enabling-advanced-decision-making>.  
<sup>3</sup> John W. Boudreau and Edward E. Lawler III, *How HR Spends Its Time: It's Time for a Change*, Center for Effective Organizations (February 2012) at 18, found at [https://ceo.usc.edu/files/2016/10/2012-04-G12-04-611-How\\_HR\\_Spends\\_Its\\_Time.pdf](https://ceo.usc.edu/files/2016/10/2012-04-G12-04-611-How_HR_Spends_Its_Time.pdf).  
<sup>4</sup> Lindsay Northon, *SHRM 2016 Benchmarking Report*, Society for Human Resource Management (November 2016), at 16, found at <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2016-Human-Capital-Report.pdf>.  
<sup>5</sup> MRINetwork, *2016 Recruiter Sentiment Study* (2016), at 7, found at [http://www.mrinetwork.com/media/303943/recruiter\\_sentiment\\_study\\_1st\\_half\\_2016.pdf](http://www.mrinetwork.com/media/303943/recruiter_sentiment_study_1st_half_2016.pdf).  
<sup>6</sup> Cheryl Connor, *Wasting Time at Work: The Epidemic Continues*, Forbes (July 31, 2015), found at <https://www.forbes.com/sites/cherylsnappconner/2015/07/31/wasting-time-at-work-the-epidemic-continues/#1938f7461d94>.  
<sup>7</sup> Emili Vesilind, *New Study Finds 45 Percent of Retailers Plan to Integrate AI*, The Industry Authority (June 2017), found at [www.jckonline.com/editorial-article/new-study-finds-45-percent-of-retailers-plan-to-integrate-ai/](http://www.jckonline.com/editorial-article/new-study-finds-45-percent-of-retailers-plan-to-integrate-ai/).  
<sup>8</sup> Sanjeev Aggarwal, Laurie McCabe, and Dwight Davis, *Research Study: Cloud-Based Workforce Management Powers Midsized Organizations*, SMB Group (August 2015), at 6.  
<sup>9</sup> *Ibid.*, at 6.